

SECRET

DATE: April 28, 1986

25X1]TE TO:

SUBJECT: Pension Recovery Rule

Joe,

Need a response to the following "what if" question regarding the Pension Recovery rule by COB today:

--What can be done, both long term & short term, to recover from the effects of this change if there are massive retirements among ~~Community~~ personnel?

*Agency*

Further, are the statistics you provided about 1.5 months ago on this topic still valid?

Thanks,

25X1

*Comptroller's Office*

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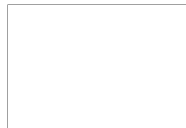
DATE: April 29, 1986

NOTE TO: 

SUBJECT: Pension Reform

Joe,

Pls review my rewrite-can you think of anything else to add? Felt a need to hammer a little harder on the "experience" issue and get an impact stmt-do you agree?



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## Pension Recovery Rule

There are really no good solutions in the event of a massive exodus of CIA employees eligible to retire by 30 June. In the short term, the retiring officers would have to be replaced by employees with less experience than normally desired. Premature advancements would cascade through succeeding levels creating more experience gaps. While it is difficult to predict the degree, the Agency's overall performance would be adversely impacted. Rehiring of retirees would offer only minimal relief. The bottom line is that ultimate replacements must come from new hires who need need would training and considerable time to gain on the job experience.

Minimizing the longer term impact would also be a serious problem. Our experience base would suffer dramatically and need time to reconstitute itself. Further, our hiring activities would have to be intensified. If only one half of those eligible retire by 30 June, the Agency hiring requirements would increase by over 40 percent. Assuming that a higher number of qualified candidates could be identified, cleared, and hired, the Agency's experience level would suffer for many years.

4-29-86  
 Received by  
 R. Sch...  
 [Handwritten notes and signatures]